

# REPORT

OF THE

Executive Committee

OF THE

New York

Civil Service Reform Association

---

READ AT THE ANNUAL MEETING, MAY 9, 1900.

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WITH APPENDICES.

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NEW YORK

PUBLISHED FOR THE  
CIVIL-SERVICE REFORM ASSOCIATION

1900

## **Publications of the National Civil-Service Reform League**

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**Proceedings at the Annual Meeting of the National Civil-Service Reform League, 1884**, with address of the President, George William Curtis. Per copy, 8 cents.

**The same**, with address of the President, for '85, '86, '87, '91, '92, '93, '94 '95, '96, '97, '98 and '99, Per copy, 8 cents.

**Civil-Service Reform under the present National Administration.** By George William Curtis. (Address of 1885.)

**The Situation.** By George William Curtis. (Address of 1886.)

**Party and Patronage.** By George William Curtis. (Address of 1892.)

**Civil-Service Reform and Democracy.** By Carl Schurz. (Address of 1893.)

**The Necessity and Progress of Civil-Service Reform.** By Carl Schurz. (Address of 1894.)

**Congress and the Spoils System.** By Carl Schurz. (Address of 1895.)

**Encouragements and Warnings.** By Carl Schurz. (Address of 1896.)

**The Democracy of the Merit System.** By Carl Schurz. (Address of 1897.)

**A Review of the Year.** By Carl Schurz. (Address of 1898.)

**Renewed Struggles.** By Carl Schurz. (Address of 1899.)

**Civil Service Reform as a Moral Question.** By Charles J. Bonaparte. (1889.)

**The Influence of the Spoils Idea upon the Government of American Cities.** By Herbert Welsh. (1894.)

**The Reform of the Consular Service.** By Oscar S. Straus. (1894.)

**The Appointment and Tenure of Postmasters.** By R. H. Dana. (1895.)

**Civil Service Reform and Municipal Government.** Two papers, by Albert Shaw and Horace E. Deming. (1897.)

**The Republican Party and Civil-Service Reform.** By Henry Hitchcock. (1897.)

**The Democratic Party and Civil-Service Reform.** By Moorfield Storey. (1897.)

**An open Letter to Hon. C. H. Grosvenor**, in reply to recent attacks on the Civil Service Law and Rules. George McAneny. (1897.)

**The Need and Best Means for Providing a Competent and Stable Civil Service for Our New Dependencies.** By Dorman B. Eaton. (1898.)

**Constitution of the National Civil-Service Reform League.**

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**Good Government: Official Journal of the National Civil-Service Reform League.** Published monthly at 54 William St., New York. One dollar per year. Ten cents per single copy.

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For other publications, see third page

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# ANNUAL REPORT

OF THE

## Executive Committee of the Civil Service Reform Association.

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THE progress, during the past year, of the reform for the promotion of which the Association was established, has been in many respects highly encouraging. There are losses to the system in the Federal Service to be taken into account, but in the State and city the operation of the act adopted by the Legislature of 1899 has served to restore much of the ground that had been lost there, in the past, and to establish the reform more firmly than ever before. Much remains to be done to give the new law the full results it was intended to secure; the tendency to permit exceptions from the competitive classification, and the disposition of appointing officers to avoid examinations by various evasive means, are still matters that require serious attention, and that now and then necessitate appeals to the Courts; but the general movement of the administration of the law is in the right direction, and both its beneficial effects and its capabilities are very manifest.

The State Civil Service Commission promulgated a new set of rules, governing appointments within its own jurisdiction, on June 8, last. Subsequently it secured the adoption of rules, conforming substantially to its own standards, for every city of the State. In one city, Middletown, it was obliged to appoint a local Commission, the Mayor having declined to do so. In New York City, the rules submitted by the Mayor and local Commission were disapproved for the reason that that they failed in many important respects to meet the standards set. As the result of a conference between the State and Municipal Boards here, rules embodying something in the nature of a compromise were agreed on, but these Mayor Van Wyck declined to approve. The State Board, thereupon, in the exercise of the authority given it in such an emergency, promulgated rules for the city by its independent action, improving materially upon those previously considered. These were placed in effect on July 11, 1899, and, with some modi-

fications, have since been in full force. In every other city a correct system has been established through the initiative of the local authorities, and though in many of them there are imperfections in administration still to be worked out, the State Board has it within its power to see to it that the law is honestly executed in each.

The Association through its duly accredited representatives, has had a very active and constant association with these several matters as they have developed. It has made many recommendations to both the State and Municipal authorities, with regard both to the construction of rules and the procedure taken under them, recommendations that have been received with uniform courtesy, and that have in many important instances been accepted and given effect. It has, moreover, through the Law Committee, instituted test suits in a number of cases where points of construction have been in dispute, and the most of these it has carried to successful issue. It has received and considered the inquiries or complaints of many hundreds of persons, both civil employees and private citizens, with reference to matters affecting the administration of the law. It has secured the proper adjudication of many questions that have arisen in individual cases of this sort, and the correction of more general abuses in others. It has conducted many investigations, the results of which have been submitted for the information of the proper authorities, or will be in the near future. It has opposed, with a gratifying degree of success, measures introduced in the Legislature of 1900, designed to impair the law in various respects, and in every other way that has been open it has sought to maintain the law as it stands and to secure to the people, in the fullest degree possible, the benefits it was intended to confer.

The service of the several standing committees of the Executive Committee has been uniformly efficient and helpful. The Law Committee, on which has fallen the brunt of the work attending matters in the Courts, has had the assistance of a number of lawyers, some within its own membership and others in the Association at large, for whose gratuitous service the Association is under heavy obligation. The Committees on Finance, Correspondence, Examinations and Membership, have each held frequent meetings, and accomplished creditable results. Through the efforts of the last



named, the membership of the Association has been increased during the year by the addition of 145 names, increasing the total to a figure higher than it has been for fifteen years past.

Since January 1 the Association has had the services of a new member of its executive force, Mr. Elliot H. Goodwin, who has been appointed to the post of Assistant Secretary, and to whose highly efficient and well directed work, very much of the accomplishment of the past four months is due.

It has been the custom of the Executive Committee, in presenting the annual report, to review in some detail those matters related to the progress of the reform that have had the attention of the officers or of the several sub-committees, and that go to complete the record of the year.

#### THE FEDERAL SERVICE.

While it is not usual for the Association to take action concerning those matters that come more properly within the province of the National League—such, for instance, as the investigation of general conditions prevailing in the federal service, or the establishment of correct methods of appointment in dependencies—it has been able to assist from time to time in the work of the League, and has kept in touch with the larger matters at Washington. It may be stated for the information of our members, that while the area of the competitive system in the federal service has been materially reduced by the Executive order of May 29, last, it is not possible at present to state the exact number of positions affected. The Civil Service Commission has asked the Department for such data as will enable it to give this information definitely, but has not as yet received it, and, in the meanwhile, the estimates of the effect of the order given at the time it was issued may be considered very conservative. The changes in the text of the rules themselves, made by the order, have produced very unfortunate results. These, which would require elaborate explanation, will be published no doubt by a Committee of the League that has recently investigated the subject. It may be said, in brief, that the proportion of appointments within the classified service made through other means than competitive examination has been increased very materially since these changes went into effect.

Another disappointing factor in the situation is the failure

of the party in power at Washington to extend the operation of the civil service law to include the force employed in the taking of the Twelfth Census, in plain disregard of the pledge of the platform of 1896 to carry such extensions "wherever practicable." The result has been the revival of the patronage system in the selection of the whole body of these 2,500 clerks, statisticians and others. Only those applicants who have been endorsed by a Senator or Representative have been considered, and these have been subjected to a non-competitive or "pass" examination only, as a further preliminary to appointment. The same system was employed in organizing the Census-taking force in 1890, with very disastrous consequences, and if the results now obtained are much more satisfactory, that will, of necessity, be surprising.

The several hundred clerical appointments made without examination in the War and Treasury Departments, on the plea advanced in Congress that the emergency of the war with Spain justified a disregard of those on the eligible lists, who were ready to accept immediate assignment to service, have been continued by legislation of this year, and this class of positions must, no doubt, be reckoned also among the present losses of the merit system.

The setting aside of the competitive method, through the President's order, and in these other instances, has not served to discourage attacks on the law in Congress. These have occurred, as usual, but it may be added that, to the present date, all have been defeated.

#### THE NEW YORK POST-OFFICE.

In the larger Post-offices and Custom Houses throughout the country, with few exceptions, and in those branches of the departmental service where the rules have been longest established, they have been for the most part faithfully upheld, notwithstanding the serious backward tendency in other branches. In the local offices at New York and Brooklyn, both appointments and removals have been made, generally, in the manner the rules prescribe; but in the matter of promotions and reductions, neither of which are governed by set rules, it has been freely charged that political influence is more or less potent. There appears to be some evidence in support of this belief. The Association within the past few days has

addressed a communication to the Federal Commission asking that a complete system of promotion regulations be adopted for both these local offices, on the plan of those established since the first of the year in the Post Office at Chicago.

#### NEW YORK STATE.

The application of the law of 1899 in the state service, as we have pointed out, has brought up a number of more or less vexing questions, some of which have been dealt with by the State Commission, and others of which have been left for settlement in the Courts. The Commission has discharged the important and delicate work it has had to do, for the most part, with gratifying success. It has erred, we believe, in placing in the excepted schedule a greater number of positions than the law contemplated, and in permitting other apparently unwarranted exceptions under the rules of certain cities, all of which are adopted subject to its approval. The law provides that the exempt class shall contain certain specified offices, to a very limited number, and that beyond these there may be included, "All other subordinate offices for the filling of which competitive or non-competitive examinations may be found to be not practicable." The implication of this language is that competition is to be the rule, except where, on actual trial, it is shown that a given office cannot be filled through that means. It is further provided that when any additional position is excepted, the reasons shall be stated in full, and set forth in the annual reports of the Commission. The State rules adopted in June last contain a list of exceptions far more numerous than those in corresponding offices of the Federal Service, and there have since been added a considerable number of positions formerly competitive in which it does not appear that competition has been shown to be not practicable, and that are directly analagous to numerous positions in the Federal Service that have long been competitive. The reasons for these exemptions have not as yet been set forth in the annual reports. The Association in March, last, addressed a letter to the Commission asking that certain of them be restored to the competitive schedule. Those to which it referred especially include seven Court and Trust Fund Examiners in the office of the Comptroller, two Transfer Tax Experts, one Supervisor of Building and Repairs in the Comptroller's office,

four Appraisers in the Insurance Department, one additional Clerk and one Chief Attendant in the Supreme Court in Kings County, one additional Appraiser in the office of the Commissioner of the Land Office, one deputy Appointment Clerk in the Executive Department, one additional Cashier in the Department of Excise, two Indexers of Patents in the office of the Secretary of State, and the minor Clerks and Attendants in the Court of Appeals. The Association's request has not as yet been acted upon, though the Secretary has been informed that a general reclassification of the State service, that would correct incidently the inequalities referred to, is likely to be considered at an early date. The Association has since called the attention of the Commission to the fact that certain Appraisers, under the Inheritance Tax Laws, have been appointed by the State Comptroller without compliance with the rules, although at present within the competitive schedule, and has asked that the salary rolls of these persons shall not be audited, and that such positions shall be retained in the competitive schedule.

The exemptions in the New York City service, permitted since the promulgation of the rules of July 11, include such positions as the following: an additional Superintendent of Parks for service in the Boroughs of Brooklyn and Queens, an Auctioneer's Process Server in the office of the President of the Council, a Confidential Stenographer to the President of the Park Board, a Custodian of Records in the Health Department, and a Special Attendant in the City Court. It has been shown to the Commission that the appointments made in certain of these cases were of persons who had failed in competitive examinations for similar positions, and that there was no valid reason, in fact, for the exemption of any of them. It is understood that the Commission is about to recommend also, a re-classification of the city service that will reduce the excepted schedule, restoring the positions mentioned to their original status, and adding in other respects to the competitive list.

The State Commission has added very much to the effectiveness of its executive staff by employing an assistant chief examiner and inspector—Mr. S. William Briscoe—who was selected through competitive examination, and who has already performed valuable service in investigating conditions

in cities. The Commission is apparently in a much better position than it has been for some years to secure strict compliance with the law and its extension to the farthest practicable degree.

#### THE COUNTY SERVICE.

One of the important matters the Commission at present has under consideration is the classification of the service of the larger counties. The law requires that this shall be done as rapidly as may be found practicable. As the result of an inquiry concerning the counties containing first and second class cities, it has been decided to start this extension with those of the first named class, and to apply the rules to the counties composing the Greater New York, and to the County of Erie. The Association has submitted repeated recommendations with regard to this very badly needed reform, and has been afforded full opportunity by the State Board to present the results of its investigations, and its suggestions as to the limit of competitive classification.

#### THE LEGISLATURE.

Throughout the late session of the Legislature the Association was represented by a correspondent at Albany, who has carefully watched the progress of all matters relating in any way to the civil service law or to appointments and removals in general. All bills of this character have been sent to the office of the Association, and, after examination there, submitted to the Law Committee.

Certain of these bills were approved by the Committee and supported at Albany. By far the greater number, however, were disapproved, and were opposed, either through the personal appearance of officers of the Association before Committees of the Legislature, or through letters to these Committees or to individual members of the Legislature, or by representations to the Governor. In the case of a few, of more or less importance, the Committee remained neutral. Not one measure formally disapproved became a law. Acts to add to the extra privileges of veterans, and to extend the preference to veterans of the Spanish War, were defeated in the Legislature. Others, designed to exempt particular classes of positions from classification, or to do away with promotion examinations under certain circumstances, met

with the same fate. A large number of bills designed to permit payment of salary to persons appointed or retained in New York City departments during the year 1899, in violation of the rules, and a score or more of others, permitting the reinstatement of policemen dismissed for cause, were vetoed by Governor Roosevelt at the Association's request. One bill that had been approved, requiring the publication twice yearly of the New York City civil list, and of full information concerning increases of salary, and other changes within the service, and one concerning which the Association had taken no action, permitting the State Commission to appoint the successors of such municipal Commissioners as they may at any time remove for cause, were signed by the Governor, and are now in effect.

#### TEST ISSUES IN THE COURTS.

Of the cases in the Courts in which the Association has been concerned, all have arisen in New York City, except one, that of Balcom, recently decided by the Court of Appeals. In this case it was contended on behalf of one of the city departments of Binghampton that the provision of the act of 1899 requiring the appointment of the person standing highest on an eligible list is not constitutional, in that the appointing officer had virtually no voice in the selection and that he did not therefore exercise the function of appointment. This view the Appellate Division in the Third Department upheld. The Association supported an appeal for the reason that it feared the decision as it stood might serve to broaden the scope of selection from an eligible list, even beyond the limits in existence prior to 1899. The Court of Appeals has sustained the Court below, but holds that the former rule requiring the certification of only three names for each vacancy, and successive certifications until a candidate has been rejected three times, was valid. This rule will therefore be revived, with but little material change in the system itself.

Among the results obtained in other suits brought by the Association, in New York City, the more important are the following: (1) The extension of the operation of the former city rules, so far as consistent with the new law, to cover the period between the passage of the law and the adoption of the rules of July 11; (2) The affirmance of the rules requiring

that the reasons for removals shall be stated in writing, and an opportunity afforded the employee concerned to make an explanation; (3) The ousting of persons holding "temporary" appointments, made for indefinite periods; (4) The establishment of the right of appointees to serve for the full period of their probationary term, and to be continued if their services be satisfactory, without being subject to arbitrary removal at any time during the term, as appointing officers had contended; and (5) the right of persons whose offices have been "abolished," only to be re-established under other titles in order to permit new appointments, to secure reinstatement.

The decisions in these cases have strengthened the law and rules very greatly, and are to be counted among the most encouraging results of the year's work.

[NEW YORK CITY.

Careful investigations have been made on behalf of the Association into the detailed operation of the present rules in New York City. The rules themselves are incomparably superior to those framed under the charter provisions, without approval by the State Board, which they replaced. The number of appointments that are possible without competitive examination has been greatly reduced, the practice of making large numbers of "temporary" appointments has been ended, and the labor registration system, which was virtually destroyed under the former plan, has been restored and improved. But there are still certain serious defects in the system, revealed in the course of the investigations referred to, that should be overcome. These will be set forth in detail in a special report, and need not be rehearsed in this. Certain changes in the rules, required imperatively, have, however, already been recommended, and are now under consideration by the State and City Boards. One of these restores the plan of certification existing prior to 1899, with proper safeguards, in accordance with the decision in the case of Balcom, another recasts the probation rule to conform to the decision of the Courts concerning that, and a third does away with the practice of permitting eligibles to waive their right to appointment in favor of others, rated lower than themselves, very frequently under special arrangement with the appointing officer, a practice that has led to some of the most serious of the abuses now ex-

isting. The results of an investigation in one office, that of Justice F. J. Worcester, of the Eleventh Municipal Court, in Manhattan, have also been presented to the State Commission, and an inquiry concerning these has been conducted by the Commission during the past few days, the findings of which have not as yet been made public.

The Committee again acknowledges, with grateful appreciation, the valuable aid received during the year from the Women's Auxiliary to the Civil Service Reform Association. The Auxiliary, besides assisting in various ways the work of the Association, is about to extend very materially the field of its independent activity, and has already taken steps to encourage the forming of organizations with objects similar to its own, in other cities.

The receipts of the Association for the year, as set forth in the Treasurer's Report, were \$7,129.86, and the disbursements \$7,012.40. During the year to come, to carry out the work now planned, a considerably larger sum will be needed, and a special effort will be made by the Finance Committee to increase the amount of income from regular sources. There will shortly be paid into the Treasury, also, a special bequest of \$1,500, made to the Association by the late Dorman B. Eaton. In order to provide a better basis for part of its work, and in accordance with action taken at a special meeting held March 14 last, the Association is about to be incorporated, under the Membership Corporations law of the State of New York. Articles of Incorporation have been regularly prepared, and approved by a Justice of the Supreme Court, and will be filed under date of May 11.

The death of Mr. Eaton, at the close of the year, 1899, was followed by a memorial meeting of the Association held on December 29, at which the sense of the great loss felt by us all, was expressed in the following minute, adopted at the conclusion of the several addresses:

By the death of our associate and friend, Dorman B. Eaton, the country has lost a model citizen and the cause of good government one of its truest and foremost champions.

He was, in the best sense of the word, a public man in private station. His active life furnished a striking example of the great service a private citizen may, under our free institutions, render to the public interest without possessing official power. The rectitude of his character,



and his enlightened public spirit made him a natural enemy of misgovernment in every form, and he brought into the struggle against the forces of disorder and corruption not only the most unselfish devotion and untiring energy, but also superior abilities armed with large knowledge and an uncommon constructive skill.

He was a maker of laws without ever being a member of a legislative body. Important acts of legislation originally drawn by him stand on the statute books of the United States as well as of the State of New York. He may well be said to have been the legislative architect of civil service reform in this republic, for every law now in force that embodies the true principle of civil service reform, was either originally framed by him, or at least shaped in its principal features upon the lines which he had originally laid down. To the cause of civil service reform he gave its most instructive literature; to it he devoted the last efforts of his life, and with it his name will forever be most honorably identified.

Thus the American people owe him a large debt of gratitude. But those who, like ourselves, have had the privilege of being long and closely associated with him in his endeavors, can best bear testimony to the quiet enthusiasm, the noble disinterestedness, and the courageous constancy of his zeal for the public good, to the wisdom of his counsel, sustained by a rare breadth and accuracy of knowledge, as well as to the kindly and courteous dignity of his bearing and his unfailing amiability in his intercourse with his co-workers.

We shall never cease to hold his memory in the highest esteem and affection, and to the members of his family he left behind him we offer our most heartfelt sympathy in their painful bereavement,

Little more than this need be said of Mr. Eaton's work for civil service reform, to those who, as members of the Association, were his co-workers and friends.

Respectfully submitted,

JACOB F. MILLER,  
*Chairman.*

GEORGE MCANENY,  
*Secretary.*



# TREASURER'S ANNUAL REPORT.

May 1, 1900.

*Balance on hand, as per report of May 1, 1900.*..... \$164.49

## RECEIPTS :

From Annual Dues.....	\$2,997.50	
“ Sustaining Membership Dues.....	1,425.00	
“ Subscriptions.....	1,673.33	
“ The Women's Auxiliary.....	850.00	
“ Returned Costs of Litigation.....	52.17	
“ Pamphlets sold.....	4.75	
“ Cash for Office Furniture returned..	9.65	7,012.40
		<hr/>
		\$7,176.89

## DISBURSEMENTS :

Proportion of Salary of Secretary.....	\$3,025.00	
“ “ “ “ Asst. Secretary.....	200.00	
Clerk hire.....	1,186.50	
Rent of Office.....	525.00	
Rent of Room for Annual Meeting.....	10.00	
Printing.....	198.00	
Postage and Stamped Envelopes.....	266.50	
Subscriptions to the National Civil Service Reform League .....	750.00	
Traveling Expenses.....	154.27	
Expenses of Litigation .....	247.34	
Telephone Service.....	117.65	
Office and Miscellaneous Expenses.....	449.60	7,129.86
		<hr/>

Balance on hand April 30, 1900..... \$47.03

E. & O. E.

A. S. FRISSELL,  
*Treasurer.*



**ORGANIZATION**  
OF  
**THE CIVIL SERVICE REFORM ASSOCIATION**  
(OF NEW YORK.)

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**CONSTITUTION.**

**I.**

The name of this organization shall be The Civil-Service Reform Association.

**II.**

The object of the Association shall be to establish a system of appointment, promotion, and removal in the Civil Service, founded upon the principle that public office is a public trust, admission to which should depend upon proven fitness. To this end the Association will demand that appointments to subordinate executive offices, with such exceptions as may be expedient, not inconsistent with the principle already mentioned, shall be made from persons whose fitness has been ascertained by competitive examinations open to all applicants properly qualified, and that removals shall be made for legitimate cause only, such as dishonesty, negligence, or inefficiency, but not for political opinion or refusal to render party service; and the Association will advocate all other appropriate measures for securing integrity, intelligence, efficiency, good order, and due discipline in the Civil Service.

**III.**

The Association will hold meetings, raise funds, publish and circulate appropriate information, correspond and cooperate with associations organized elsewhere for the objects set forth in this Constitution, and support all executive and legislative action which promote its purposes.

**IV.**

The conditions of membership shall be wholly independent of party preference. Questions shall not be discussed in

the debates or in the publications of the Association upon party grounds. Neither the name nor influence of the Association shall be used on behalf of any party, or for procuring office or promotion for any person. But nothing in this article shall be construed to prevent the Association from opposing any candidate when in its opinion, or in that of three-fourths of the members of the Executive Committee, such course is demanded by the objects of the Association.

## V.

There shall be a President, to be elected by the Association at the annual meeting, who shall perform the usual and prescribed duties of that office. He shall be, ex-officio, a member of all committees, with a casting vote only, and he may call special meetings of the Executive Committee whenever he thinks it necessary, and, with the assent of two members of the Executive Committee, special meetings of the Association.

There shall be ten Vice-Presidents, to be annually elected by the Association.

There shall be a Treasurer and Secretary, who shall perform the usual and prescribed duties of such officers. They shall be respectively appointed by the Executive Committee, and may be removed by them. The Treasurer shall be, ex-officio, a member of the Finance Committee of the Association.

There shall be an Executive Committee of twenty-five members, to be elected annually by the Association. Subject to these articles, the Executive Committee shall manage the affairs of the Association, direct and dispose of its funds, and from time to time make and modify by-laws for the Association and for its own action. The Executive Committee shall keep a record of its proceedings, and shall make a report to the Association at the annual meeting. No appropriation of money by the Executive Committee beyond the amount in the hands of the Treasurer at the time shall bind any member of the Association, excepting those members of the Executive Committee who shall vote for it. Vacancies in the Executive Committee may be filled by the President for the remainder of the term. Other vacancies may be filled by the Executive Committee.

All the officers of the Association and members of the several Standing Committees shall be, ex-officio, members of the Executive Committee.

#### VI.

Each officer of the Association shall continue to hold office until his successor has been selected and is ready to enter upon the duties of the office.

#### VII.

There shall be an annual meeting of the Association on the second Wednesday of May, at which officers shall be elected for the ensuing year, and other appropriate business may be transacted; except in the year 1898, when the annual meeting shall be held on the second Wednesday of January.

#### VIII.

Any person may be proposed in writing for membership by any member of the Association, and shall be admitted upon approval of the Executive Committee. Members failing to pay their dues may be dropped from the roll by the Executive Committee.

#### IX.

**The annual dues of each member shall be \$5, payable on the 1st of May, and each member shall receive the annual report and all other publications of the Association. Sustaining members, on payment of twenty-five dollars annually, and Life members, exempt from annual dues on payment of one hundred dollars, may be elected by the Executive Committee at any regular meeting thereof.**

#### X.

All provisions of this Constitution, except those relating to the rights of members, and the term of officers, may be suspended or amended by a vote of two-thirds of the Executive Committee, subject to the approval of the Association by a two-thirds vote of the members present either at the annual meeting or at a special meeting duly called. Due no-

tice shall be given before any such annual or special meeting that the approval of the Association will, thereat, be asked for such action of the Executive Committee, and the notice shall clearly state the effect of such suspension or amendment in the text of the Constitution. Any member of the Association may propose amendments to the Constitution, which may be approved under the same conditions.



## BY-LAWS.

### FOR THE GOVERNMENT OF THE ASSOCIATION AND ITS COMMITTEES.

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§ 1. The Annual meeting of the Association shall be held at such hour and place as the Executive Committee shall designate. The election of officers shall be by ballot, but any member not present may declare his vote by letter to the Secretary and it shall be counted.

§ 2. The meetings of each committee, unless otherwise especially provided for, shall be at half-past eight P. M., at which time the chairman shall direct the call of the names of its members and the Secretary shall record the names of those present and others as they appear.

§ 3. The order of business, before each committee shall be:

1. The reading and correction of the records of the last meeting.

And, thereafter, unless otherwise ordered, as follows:

2. Any statement due from the Treasurer.
3. Unfinished business from the last meeting.
4. Report from the Secretary's office.
5. Reports of standing committees.
6. Reports of special committees.
7. Proposals of new members and their election.
8. Miscellaneous business.

§ 4. Regular meetings of the Executive Committee shall be held on the second Wednesday of every month except July and August, but if that day be a holiday, then on the third Wednesday. Ten members of the Executive Committee shall constitute a quorum.

§ 5. Neither in the meetings of the Association nor of any committee shall any member speak more than once on any motion nor more than ten minutes at one time, without unanimous consent, nor shall any person, or his actions, be characterized on party grounds.

§ 6. Special meetings of any committee may be called by its chairman or by any three members, and due notice thereof shall be given by the Secretary.

§ 7. All notices to a member shall be sent to his address filed with the Secretary.

§ 8. On the demand of one-fifth of the members present, at any meeting of the Association or of a committee, the ayes and nays shall be called and recorded on any motion.

§ 9. All committees shall be appointed by the chair unless their selection shall be otherwise provided for.

§ 10. At each regular meeting of the Executive Committee, it shall be the duty of the Treasurer to make a statement of the amount of money in the treasury and of the place of its deposit, and at the annual meeting, he shall state the source of all moneys received and the use made of the same during the past year.

§ 11. The Secretary shall keep a record of the proceedings of the Association and of the Executive Committee, and perform the other duties assigned him.

§ 12. Without the consent of three-fourths of the members present, no vote which will declare or fill a vacancy or elect a member of the Association shall be deemed carried, at the same meeting in which it was first moved.

§ 13. It shall require a vote of two-thirds of the members of the Executive Committee present to pass any vote under which more than \$100 will be appropriated or the Association be pledged for more than that amount, and the Executive Committee alone shall have authority to create any charge upon the funds of the Association. But neither said committee nor any officer or officers of the Association shall be authorized to create a personal liability against any members but themselves.

§ 14. There shall be the following Standing Committees to be hereafter annually selected by the Executive Committee:

(1) A Committee on Municipal Affairs, to consist of nine members, who, under the supervision of the Executive Committee, shall have charge of such part of the work of the Association as relates to the practical administration of the

civil service statutes and rules under the government of the City of New York.

(2) A Finance Committee of seven members, whose duty it shall be to devise and carry into effect, as the Executive Committee may order, suitable measures for raising funds, and to supervise and report upon the income and expenditures of the Association.

(3) A Law Committee of five members, whose duty it shall be to consider and recommend suitable legislation in aid of the purposes of the Association, and to promote such as may be approved; and whose duty it shall also be to represent the Association, under the direction of the Executive Committee, in any legal proceedings that may be necessary in order to maintain or to enforce the constitutional and statutory provisions affecting the state and the municipal civil service.

(4) A Publication Committee of five members, whose duty it shall be to prepare, select and recommend matters suitable for publication by the Association, and to take practical charge of the printing and distribution of whatever may be ordered printed.

(5) A Committee on Correspondence, of five members, whose duty it shall be to promote the organization of Civil Service Reform Associations, and to direct the correspondence with them; and whose duty it shall also be to conduct such correspondence with other organizations as in their judgment the advancement of the objects of the Association may require.

(6) A Committee on Examinations, of five members, whose duty it shall be to consider and recommend suitable methods of examination for admission to the public service, and to consider the practical conduct of such examinations.

(7) An Auditing Committee of two members, whose duty it shall be to examine all vouchers and audit all accounts.

(8) A Committee on Membership to consist of five members, the duties of which shall be to use all proper efforts to increase the membership of the Association.

Each Standing Committee shall be competent to fix the number of its own quorum.

§ 15. These By-Laws may be amended, or new By-Laws added, by a four-fifths vote at any meeting of the Executive Committee; or by a two-thirds vote, provided a statement of the proposed change had been entered on the minutes at the last meeting.

§ 16. Amendments proposed under the last clause of the tenth section of the constitution shall be first submitted to the Executive Committee.

# OFFICERS—1900-1901.

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## *PRESIDENT:*

CARL SCHURZ

## *VICE-PRESIDENTS:*

WILLIAM G. LOW

JOSEPH H. CHOATE

THEODORE ROOSEVELT

JAMES C. CARTER

D. WILLIS JAMES

LEVI P. MORTON

ALEXANDER E. ORR

ELIHU ROOT

EDWARD M. SHEPARD

OSWALD OTTENDORFER

## *SECRETARY:*

GEORGE MCANENY

## *ASSISTANT SECRETARY:*

ELLIOT H. GOODWIN

## *TREASURER:*

A. S. FRISSELL

## *EXECUTIVE COMMITTEE:*

JACOB F. MILLER, *Chairman.*

SAMUEL P. AVERY

TRUMAN J. BACKUS

HENRY DE FOREST BALDWIN

EDWARD CARY

CHARLES COLLINS

W. BAYARD CUTTING

HORACE E. DEMING

RICHARD WATSON GILDER

EDWIN L. GODKIN

J. WARREN GREENE

JAMES MCKEEN

SAMUEL H. ORDWAY

WILLIAM A. PERRINE

GEORGE FOSTER PEABODY

WILLIAM JAY SCHIEFFELIN

CHARLES A. SCHIEREN

THOMAS R. SLICER

HENRY SANGER SNOW

ANSON PHELPS STOKES

S. PERRY STURGES

HENRY W. TAFT

WILLIAM H. THOMSON

CHARLES W. WATSON

EVERETT P. WHEELER

## STANDING COMMITTEES.

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### *MUNICIPAL AFFAIRS:*

C. C. BURLINGHAM, <i>Chairman.</i>	GEORGE J. GREENFIELD
HENRY DE F. BALDWIN	JOSEPH K. MURRAY
ALFORD WARRINER COOLEY	SAMUEL H. ORDWAY
J. WARREN GREENE	SETH SPRAGUE TERRY
ALFRED T. WHITE	

### *LAW:*

SAMUEL H. ORDWAY, <i>Chairman.</i>	EDWARD M. SHEPARD
J. WARREN GREENE	HENRY W. TAFT
EVERETT P. WHEELER	

### *FINANCE:*

WILLIAM JAY SCHIEFFELIN, <i>Chairman.</i>	DUNCAN D. CHAPLIN
JOHN G. AGAR	JAMES LOEB
JACOB W. MACK	

### *PUBLICATION:*

ROBERT UNDERWOOD JOHNSON, <i>Ch'n.</i>	R. C. E. BROWN
GEORGE R. BISHOP	EDWARD CARY
R. G. VALENTINE	

### *CORRESPONDENCE:*

WILLIAM POTTS, <i>Chairman.</i>	WILLIAM A. PERRINE
J. H. C. NEVIUS	JAMES B. REYNOLDS
CORNELIUS B. SMITH	

### *EXAMINATIONS:*

NELSON S. SPENCER, <i>Chairman.</i>	ELLIOT H. GOODWIN
CHARLES COLLINS	HENRY W. HARDON
WIRT HOWE	

### *AUDITING:*

HORACE WHITE, <i>Chairman.</i>	ETHAN ALLEN DOTY
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### *MEMBERSHIP:*

EVERETT V. ABBOT, <i>Chairman.</i>	WILLIAM G. LOW, JR.
GEORGE ST. J. LEAVENS	ARTHUR C. TRAIN
E. WALPOLE WARREN	

# MEMBERSHIP ROLL.

(MAY 1, 1900.)

## SUSTAINING MEMBERS.

AVERY, SAMUEL P., . . . . .	4 E. 38th Street, New York City
BOWKER, R. R., . . . . .	59 Duane Street, New York City
BREWSTER, WILLIAM, . . . . .	Broadway and 47th Street, " " "
BULL, WILLIAM LANMAN, . . . . .	38 Broad Street, " " "
CARTER, JAMES C., . . . . .	54 Wall Street, New York City
CARY, EDWARD, . . . . .	The "Times," " " "
CHAPLIN, DUNCAN D., . . . . .	64 Worth Street, " " "
CLYDE, WILLIAM P., . . . . .	5 Bowling Green, " " "
COLLINS, CHARLES, . . . . .	5 E. 16th Street, " " "
CRANE, RICHARD T., . . . . .	2541 Michigan Avenue, Chicago, Ill.
CRANFORD, JOHN P., . . . . .	Wakefield, New York City
CUTTING, R. FULTON, . . . . .	32 Nassau Street, " " "
DE COPPET, E. J., . . . . .	30 Broad Street, New York City
DEERING, JAMES, . . . . .	Fullerton and Clybourne Avenues, Chicago, Ill.
DIMOCK, HENRY F., . . . . .	Pier 11, N. R., New York City
FRISSELL, A. S., . . . . .	530 Fifth Avenue, New York City
FULLER, PAUL . . . . .	100 Broadway, " " "
GILDER, RICHARD WATSON, . . . . .	33 E. 17th Street, New York City
GODKIN, E. L., . . . . .	36 W. 10th Street, " " "
GOODWIN, J. J., . . . . .	11 W. 54th Street, " " "
GRACE, WILLIAM R., . . . . .	3 Hanover Square, " " "
HEMENWAY, AUGUSTUS, . . . . .	10 Tremont Street, Boston, Mass.
HUBER, JACQUES, . . . . .	472 Broome Street, New York City
JACOBI, A., . . . . .	110 W. 34th Street, New York City
JOHNSON, ROBERT UNDERWOOD, . . . . .	33 E. 17th Street, " " "
KUNHARDT, WILLIAM B., . . . . .	1 Broadway, New York City
LOEB, SOLOMON, . . . . .	P. O. Box 1193, New York City
MACK, JACOB W., . . . . .	92 Liberty Street, New York City
MACY, V. EVERIT, . . . . .	18 W. 53rd Street, " " "
MAITLAND, ALEXANDER, . . . . .	14 E. 55th Street, " " "
MASON, FRANCIS O., . . . . .	Geneva, N. Y.

MAXWELL, ROBERT.	82 Worth Street, New York City
MINTURN, ROBERT SHAW,	Bowling Green Bldg., " " "
MORTON, LEVI P.,	32 Nassau Street, " " "
OGDEN, ROBERT C.	22 W. 53th Street, New York City
ORDWAY, SAMUEL H.,	31 Nassau Street, " " "
OTTENDORFER, OSWALD,	3 Tryon Row, " " "
PAGE, EDWARD D.,	66 Leonard Street, New York City
PAGENSTECHER, A.,	P. O. Box 683, " " "
PINCHOT, JAMES W.,	2 Gramercy Park, " " "
POWERS, NATHANIEL B.,	Lansingburg, N. Y.
RANDOLPH, STUART F.,	31 Nassau Street, New York City
SCHEFER, CARL,	476 Broome Street, New York City
SCHERMERHORN, W. C.,	49 W. 23rd Street, " " "
SCHIEFFELIN, WILLIAM JAY,	35 W. 57th Street, " " "
SCHIFF, JACOB H.,	P. O. Box 1193, " " "
SCHWAB, GUSTAV H.,	5 Broadway, " " "
SCRYMSEY, JAMES A.,	107 E. 21st Street, " " "
SMITH, CORNELIUS B.,	101 E. 69th Street, " " "
SPENCER, NELSON S.,	31 Nassau Street, " " "
SPEYER, JAMES,	257 Madison Avenue, " " "
STETSON, FRANCIS LYNDE,	15 Broad Street, " " "
STOKES, ANSON PHELPS,	47 Cedar Street, " " "
STRAUS, OSCAR S.,	American Legation, Constantinople
WARE, WILLIAM R.,	41 E. 49th Street, New York City
WATSON, CHARLES W.,	Union League Club, " " "
WHITE, ALFRED T.,	130 Water Street, " " "
WUNDERLICH, F. W.,	165 Remsen Street, Brooklyn
<hr/>	
Abbot, Everett V.,	55 William Street, New York City
Abbott, Lyman,	287 Fourth Avenue, " " "
Achelis, John,	68 Leonard Street, " " "
Adams, Charles Frederick,	100 Broadway, " " "
Adams, Joseph,	Union Stock Yards, Chicago, Ill.
Adams, Thatcher M.,	36 Wall Street, New York City
Adler, Felix,	1524 Park Avenue, " " "
Affeld, Francis O.,	373 President Street, Brooklyn
Agar, John G.,	31 Nassau Street, New York City
Agnew, Andrew Gifford,	7 Nassau Street, " " "
Aiken, William A.,	65 Washington Street, Norwich, Conn.
Aitken, John W.,	873 Broadway, New York City
Allen, Calvin H.,	1 W. 72nd Street, " " "
Allen, Elmer A.,	80 Broadway, " " "
Allen, Franklin,	371 Fulton Street, Brooklyn
Alling, Joseph T.,	72 Oxford Street, Rochester, N. Y.
Alsop, Reese F.,	127 Remsen Street, Brooklyn
Alton, Charles D.,	Farmington Avenue, Hartford, Conn.
Anderson, Frank E.,	715 Broadway, New York City



Andrews, J. Sherlock, . . . . .	111 St. Paul Street, Rochester, N. Y.
Arnold, Frank W., . . . . .	31 Nassau Street, New York City
Arnold, Lemuel H., . . . . .	3 Broad Street, " " "
Arnstein, Eugene, . . . . .	10 Wall Street, " " "
Babbitt, Henry A., . . . . .	Pomfret Centre, Conn.
Babbott, Frank L., . . . . .	149 Lincoln Place, Brooklyn
Backus, Truman J., . . . . .	Packer Institute, "
Bacon, Gorham, . . . . .	63 W. 54th Street, New York City
Bagley, Valentine N., . . . . .	641 Washington Street, " " "
Baldwin, Elbert F., . . . . .	Care "The Outlook," " " "
Baldwin, Henry de Forest, . . . . .	120 Broadway, " " "
Ball, Thomas P., . . . . .	312 St. James Place, Brooklyn
Bangs, L. Bolton, . . . . .	31 E. 44th Street, New York City
Bannard, Otto T., . . . . .	30 Broad Street, " " "
Bard, Albert Sprague, . . . . .	30 Broad Street, " " "
Barker, Benjamin, . . . . .	120 Broadway, " " "
Barlow, Charles L., . . . . .	39 E. 31st Street, " " "
Barney, A. H., (Life) . . . . .	101 E. 88th Street, " " "
Barney, Danford N., . . . . .	Farmington, Conn
Barrett, Frank R., . . . . .	Box 616, Portland, Me.
Batterman, Henry, . . . . .	360 Clinton Avenue, Brooklyn
Baylies, Edmund L., . . . . .	54 Wall Street, New York City
Beall, John A., . . . . .	150 Broadway, " " "
Beaman, Charles C., . . . . .	52 Wall Street, " " "
Beckers, Alexander, . . . . .	209 Tenth Street, Hoboken, N. J.
Beebe, William H. H., . . . . .	Columbia University, New York City
Beekman, Gerard, . . . . .	47 Cedar Street, " " "
Behr, Herman, . . . . .	75 Beekman Street, " " "
Benson, Frank Sherman, . . . . .	214 Columbia Heights, Brooklyn
Biggs, Charles, . . . . .	13 Astor Place, New York City
Bijur, Nathan, . . . . .	34 Nassau Street, " " "
Bishop, George R., . . . . .	142 E. 18th Street, " " "
Bishop, Heber R., . . . . .	15 Broad Street, " " "
Bishop, Joseph B., . . . . .	"The Evening Post" " " "
Bispham, William, . . . . .	66 Broadway, " " "
Blagden, George, . . . . .	51 Wall Street, " " "
Boardman, W. H., . . . . .	32 Park Place, " " "
Boas, Franz, . . . . .	123 W. 32d Street, " " "
Bode, Frederick H., . . . . .	Care Gage Bros., Chicago, Ill.
Boller, Alfred P., . . . . .	27 Pine Street, New York City
Borden, M. C. D., . . . . .	Box 2894, " " "
Bowen, C. Winthrop, . . . . .	3 E. 10th Street, " " "
Brachhausen, G. A., . . . . .	Rahway, N. J.
Brackett, George C., . . . . .	50 Remsen Street, Brooklyn
Brewster, Chauncey B., . . . . .	98 Woodland Street, Hartford, Conn.
Brewster, Charles O., . . . . .	32 Liberty Street, New York City
Briesen, Arthur von, (Life) . . . . .	229 Broadway, " " "
Briscoe, S. William, . . . . .	426 Central Park, W., " " "
Brite, James, . . . . .	111 Fifth Avenue, " " "

Brookfield, William, . . . . .	218 Broadway, New York City
Brown, Edward M., . . . . .	25 State Street, " " "
Brown, Edwin H., . . . . .	141 Broadway, " " "
Brown, Henry T., . . . . .	192 Lincoln Place, Brooklyn
Brown, Roscoe C. E., . . . . .	" Tribune " Office, New York City
Brownell, T. Frank, . . . . .	131 E. 15th Street, " " "
Brownell, William C., . . . . .	153 Fifth Avenue, " " "
Bruce, James M., . . . . .	Yonkers, N. Y.
Brush, W. Franklin, . . . . .	16 E. 37th Street, New York City
Buckingham, C. L., . . . . .	195 Broadway, " " "
Budge, Henry, . . . . .	28 Broad Street, " " "
Bunnell, James S., . . . . .	35 New Montgomery Street, San Francisco, Cal.
Burlingham, Charles C., . . . . .	45 William Street, New York City
Burt, Silas W., . . . . .	30 Broad Street, " " "
Bush, J. Adriance, . . . . .	100 Broadway, " " "
Butler, Nicholas Murray, . . . . .	119 E. 30th Street, " " "
Byrne, James, . . . . .	30 Broad Street, " " "
Cadwalader, John L., . . . . .	36 Wall Street, New York City
Caesar, Henry A., . . . . .	20 Green Street, " " "
Cahen, I. J., . . . . .	1 Madison Avenue, " " "
Caillé, Augustus, . . . . .	753 Madison Avenue " " "
Canfield, George F., . . . . .	48 Wall Street, " " "
Carnegie, Andrew, (Life) . . . . .	5 West 51st Street, " " "
Carter, Frederick B., . . . . .	61 Church Street, Montclair, N. J.
Carter, George F., . . . . .	Fanwood, N. J.
Cary, Clarence, . . . . .	59 Wall Street, New York City
Cassatt, George M., . . . . .	327 Broadway, " " "
Cauldwell, John B., . . . . .	Southampton, N. Y.
Chadwick, John White, . . . . .	626 Carlton Avenue, Brooklyn
Chamberlain, D. H., . . . . .	40 Wall Street, New York City
Chamberlain, L. T., . . . . .	222 W. 23 Street, " " "
Chambers, William, . . . . .	59 Liberty Street, " " "
Chandler, Frank R., . . . . .	110 Dearborn Street, Chicago, Ill.
Chanute, Octave, . . . . .	413 East Huron Street, " " "
Chase, George, . . . . .	35 Nassau Street, New York City
Chase, George F., . . . . .	Asylum Avenue, Hartford, Conn.
Chauncey, Daniel, . . . . .	129 Joralemon Street, Brooklyn
Cheney, F. W., . . . . .	South Manchester, Conn.
Cheney, George L., . . . . .	131 E. 57th Street, New York City
Cheney, Louis R., . . . . .	Woodland Street, Hartford, Conn.
Cherritree, Theodore, . . . . .	Niagara, N. Y.
Choate, Joseph H., . . . . .	American Embassy, London
Choate, William G., . . . . .	40 Wall Street, New York City
Cillis, Hubert, . . . . .	20 Nassau Street, " " "
Claffin, John, . . . . .	224 Church Street, " " "
Claghorn, Charles, . . . . .	Bedford Avenue, cor. Fulton Street, Brooklyn
Clarke, L. Walter, . . . . .	Farmington Avenue, Hartford, Conn.
Clarke, Samuel B., . . . . .	100 Broadway, New York City

Cleveland, Treadwell, . . . . .	52 Wall Street, New York City
Cobb, Willard A., . . . . .	Lockport, N. Y.
Codington, Perley M., . . . . .	32 W. 32nd Street, New York City
Collier, William Miller, . . . . .	Auburn, N. Y.
Collins, Atwood, . . . . .	Asylum Avenue, Hartford, Conn.
Collins, Stephen W., . . . . .	69 Wall Street, New York City
Collyer, Robert, . . . . .	1872 Broadway, " " "
Comstock, Albert, . . . . .	56 Pine Street, " " "
Conger, Clarence R., . . . . .	45 William Street, " " "
Conger, Henry C., . . . . .	140 W. 82nd Street, " " "
Cook, George J., . . . . .	32 Howard Street, " " "
Cook, Charles D., . . . . .	162 Remsen Street, Brooklyn
Cooley, Alford Warriner, . . . . .	Westchester, New York City
Cope, Francis R., . . . . .	1 Walnut Street, Philadelphia, Pa.
Cowperthwait, J. Howard, . . . . .	195 Park Row, New York City
Coykendall, S. D., . . . . .	33 Coenties Slip, " " "
Crane, Frederick, . . . . .	Bloomfield, N. J.
Cranford, Walter V., . . . . .	215 Montague Street, Brooklyn
Cravath, Paul D., . . . . .	120 Broadway, New York City
Crawford, Gilbert H., . . . . .	37 Wall Street, " " "
Creevey, John J., . . . . .	41 Wall Street, " " "
Cromwell, Frederic, . . . . .	32 Nassau Street, " " "
Cromwell, James W., . . . . .	1 Greene Street, " " "
Cross, R. T., . . . . .	32 Nassau Street, " " "
Croswell, J. G., . . . . .	17 W. 44th Street, " " "
Curtis, William E., . . . . .	30 Broad Street, " " "
Cushing, William E., . . . . .	Society for Savings Bldg, Cleveland, O.
Cutler, Arthur H., . . . . .	20 E. 50th Street, New York City
Cutting, W. Bayard, . . . . .	24 E. 72nd Street, " " "
Cuyler, C. C., . . . . .	44 Pine Street, " " "
Daboll, Henry E., . . . . .	30 Broad Street, New York City
Damrosch, Frank, . . . . .	Carnegie Hall, " " "
Dana, Charles L., . . . . .	50 W. 46th Street, " " "
Davidson, Charles A., . . . . .	71 Wall Street, " " "
Davies, Julien T., . . . . .	32 Nassau Street, " " "
Davies, William Gilbert, . . . . .	32 Nassau Street, " " "
Davis, Benjamin P., . . . . .	107 Wall Street, " " "
Davis, G. Pierrepont, . . . . .	Woodland Street, Hartford, Conn.
Day, Clarence S., . . . . .	45 Wall Street, New York City
DeForest, R. W., . . . . .	30 Broad Street, " " "
Delano, Warren, Jr., . . . . .	1 Broadway, " " "
Delavan, D. Bryson, . . . . .	1 E. 33d Street, " " "
Deming, Horace E., . . . . .	13 William Street, " " "
Demuth, William, . . . . .	524 Fifth Avenue, " " "
Despard, W. D., . . . . .	6 Hanover Street, " " "
Dettmer, Jacob G., . . . . .	27 Prospect Park W., Brooklyn
Devine, Edward T., . . . . .	170 W. 81st Street, New York City
Devine, Thomas J., . . . . .	19 Portsmouth Terrace, Rochester, N. Y.
Dickinson, Robert L., . . . . .	168 Clinton Street, Brooklyn
Dittenhoefer, A. J., . . . . .	96 Broadway, New York City

Dodge, William E.,	11 Cliff Street, New York City
Dommerich, L. F.,	57 Greene Street, " " "
Doty, Ethan Allen,	726 St. Mark's Place, Brooklyn
Dougherty, J. Hampden,	7 Nassau Street, New York City
Dow, Abbot L.,	200 Columbia Heights, Brooklyn
Dow, Frederick G.,	61 W. 17th Street, New York City
Dows, Tracy,	Room 102, Produce Exchange, " " "
Du Bois, John C.,	318 Allen Street, Hudson, N. Y.
Dulon, Rudolph,	115 Broadway, New York City
Dunham, Edward K.,	338 E. 26th Street, " " "
Dunham, James H.,	340 Broadway, " " "
Dunham, Lawrence,	72 Bible House, " " "
Dunning, S. Wright,	80 Madison Avenue, " " "
Ecaubert, F.,	18 Rose Street, New York City
Eldarkin, John,	150 W. 83d Street, " " "
Elliot, Charles W.,	Cambridge, Mass.
Elkins, Stephen B.,	1626 K Street, Washington, D. C.
Ely, Alfred,	31 Nassau Street, New York City
Ely, Arthur H.,	56 Wall Street, " " "
Emmons, Arthur B.,	60 Park Avenue, " " "
Emmons, J. Frank,	56 Broadway, " " "
Emmons, Samuel F.,	U. S. Geological Survey, Washington, D. C.
Erbslöh, R.,	364 Broadway, New York City
Ettlinger, Louis,	40 E. 73rd Street, " " "
Everest, Charles M.,	350 West Avenue, Rochester, N. Y.
Ewart, Richard H.,	115 Franklin Street, New York City
Fairchild, Benjamin T.,	P. O. Box 1120, New York City
Fairchild, Charles S.,	46 Wall Street, " " "
Faure, John P.,	70 Franklin Street, " " "
Fechheimer, M. S.,	748 Broadway, " " "
Fisher, George H.,	308 Walnut Street, Philadelphia, Pa.
Fisher, George H.,	310 Throop Avenue, Brooklyn
Fleitmann, Ewald,	484 Broome Street, New York City
Floyd, John G.,	117 E. 25th Street, " " "
Forrest, C. R.,	Asylum Avenue, Hartford, Conn.
Foster, Abbott,	526 W. 114th Street, New York City
Fox, Austen G., (Life),	45 W. 33d Street, " " "
Fraenckel, Richard H.,	19 and 21 Greene Street, " " "
Francis, David G.,	New Canaan, Conn.
Frankenheimer, John,	22 Broad Street, New York City
Frissell, H. B.,	Hampton, Va.
Frothingham, Benjamin T.,	74 Broad Street, New York City
Frothingham, Howard P.,	2 Wall Street, " " "
Fuller, Frank,	61 Fifth Avenue, " " "
Fullerton, Alexander, (Life),	5 University Place, " " "
Fullerton, Henry S.,	71 Broadway, " " "
Garrison, Wendell P.,	206 Broadway, New York City
Gibbs, Theodore K.,	146 Broadway, " " "

Gibbs, Wolcott, . . . . .	Newport, B. I.
Gibson, William J., . . . . .	641 Washington Street, New York City
Goadby, Clarence, . . . . .	21 W. 35th Street, " " "
Goddard, George A., . . . . .	10 Tremont Street, Boston, Mass.
Goldman, Julius, . . . . .	11 Pine Street, New York City
Goldmark, James, . . . . .	121 Worth Street, " " "
Goodale, John McGregor, . . . . .	18 Wall Street, " " "
Goodnow, Frank J., . . . . .	25 W. 94th Street, " " "
Goodwin, Elliot H., . . . . .	54 William Street, " " "
Gottheil, Paul, . . . . .	Produce Exchange, " " "
Gould, Elgin R. L., . . . . .	281 Fourth Avenue, " " "
Graef, Edward L., . . . . .	58 Court Street, Brooklyn
Grant, De Forest, . . . . .	22 E. 49th Street, New York City
Green, George Walton, . . . . .	11 Pine Street, " " "
Green, Noah, . . . . .	10 E. 130th Street, " " "
Greene, Jacob L., . . . . .	Hartford, Conn.
Greene, J. Warren, . . . . .	3 Broad Street, New York City
Greenfield, George J., . . . . .	32 Broadway, " " "
Greenough, John, . . . . .	31 W. 35th Street, " " "
Grinnell, William Morton, . . . . .	20 Broad Street, " " "
Griswold, J. N. A., . . . . .	71 South Street, " " "
Gross, Charles E., . . . . .	Asylum Avenue, Hartford, Conn.
Gulliver, W. C., . . . . .	120 Broadway, New York City
Guthrie, William D., . . . . .	40 Wall Street, " " "
Gwynne, Arthur C., . . . . .	Rye, N. Y.
Gwynne, John A., . . . . .	" " "
Hall, Elial F., . . . . .	1806 Third Ave., Birmingham, Ala.
Hall, Valentine G., . . . . .	1 Nassau Street, New York City
Hamilton, E. Luther, . . . . .	146 Broadway, " " "
Hamlin, Frank, H., . . . . .	Canandaigua, N. Y.
Hand, Augustus N., . . . . .	30 Broad Street, New York City
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Hardon, Henry Winthrop, . . . . .	313 W. 71st Street, New York City
Harper, Orlando M., . . . . .	108 Worth Street, " " "
Harriot, S. Carman, . . . . .	454 W. 23d Street, " " "
Hart, John G., . . . . .	975 Second Avenue, Brooklyn
Harter, Frederick A., . . . . .	143 Henry Street, " " "
Heath, Frank E., . . . . .	94 Liberty Street, New York City
Healy, A. Augustus, . . . . .	198 Columbia Heights, Brooklyn
Henderson, Harold G., . . . . .	128 E. 34th Street, New York City
Henriques, Charles A., . . . . .	48 Exchange Place, " " "
Hentz, Henry, . . . . .	769 St. Mark's Avenue, Brooklyn
Hentz, Leonard S., . . . . .	769 St. Mark's Avenue, " " "
Hepburn, H. J., . . . . .	369 W. 23d Street, New York City
Hessberg, Max, . . . . .	13 William Street, " " "
Heydecker, Edward L., . . . . .	111 Broadway, " " "
Hicks, Benjamin D., . . . . .	Old Westbury, N. Y.
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Hinrichs, Frederick W., . . . . .	115 Broadway, New York City
Hitchcock, Welcome G., (Life) . . . . .	453 Broome Street, " " "
Hobart, Henry L., . . . . .	120 Front Street, " " "
Hoe, Richard M., . . . . .	Room 102, Produce Exchange, " " "
Holls, Frederick W., . . . . .	120 Broadway, " " "
Holt, George C., . . . . .	34 Pine Street, " " "
Holt, Henry, . . . . .	29 W. 23d Street, " " "
Hooper, Franklin W., . . . . .	71 St. James Place, Brooklyn
Hoppin, William W., . . . . .	111 Broadway, New York City
Hornblower, William B., . . . . .	30 Broad Street, " " "
Howe, Daniel R., . . . . .	Asylum Avenue, Hartford, Conn.
Howe, Wirt, . . . . .	40 Wall Street, New York City
Howland, Charles P., . . . . .	35 Wall Street, " " "
Hubbard, Thomas H., . . . . .	16 W. 58th Street, " " "
Hubbell, Charles Bulkeley, . . . . .	2 Wall Street, " " "
Hull, Charles A., . . . . .	72 Wall Street, " " "
Huntington, William R., . . . . .	804 Broadway, " " "
Ide, George E., . . . . .	256 Broadway, New York City
Ireland, F. G., . . . . .	142 E. 40th Street, " " "
Isaacs, Myer S., . . . . .	27 Pine Street, " " "
Jackson, Frederick W., . . . . .	Westchester, N. Y.
James, D. Willis, . . . . .	11 Cliff Street, New York City
Jardine, John, . . . . .	1262 Broadway, " " "
Jay, William, . . . . .	48 Wall Street, " " "
Jefferson, Joseph, . . . . .	Buzzards Bay, Mass.
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Jesup, Morris K., . . . . .	44 Pine Street, " " "
Johnson, Eastman, . . . . .	66 W. 55th Street, " " "
Johnson, J. Augustus, . . . . .	58 William Street, " " "
Johnson, James G., . . . . .	655 Broadway, " " "
Jones, Edward H., . . . . .	Naval Office, Custom House, " " "
Jones, Walter R. T., . . . . .	63 William Street, " " "
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Kelsey, Clarence H., . . . . .	146 Broadway, " " "
Kenneson, Thaddeus D., . . . . .	13 William Street, " " "
Kenyon, Alan D., . . . . .	150 Nassau Street, " " "
Kenyon, William Houston, . . . . .	150 Nassau Street, " " "
Keppler, Rudolph, . . . . .	39 Broad Street, " " "
Kernan, John D., . . . . .	37 Liberty Street, " " "
Kick, Ludwig, . . . . .	Passaic, N. J.
Kidder, Camillus G., . . . . .	32 Nassau Street, New York City
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Kinnicutt, Francis P., . . . . .	42 W. 37th Street, New York City

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Klupfel, Charles,	5 Broadway " " "
Knauth, Antonio,	233 West 70th Street, " " "
Knauth, Percival,	13 William Street, " " "
Kuhne, Percival,	138 William Street, " " "
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Lawrence, Richard H.,	31 Broad Street, " " "
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Lee, W. H. L.,	20 Nassau Street, " " "
Lent, Edward B.,	70 Lee Avenue, Brooklyn
Levi, Joseph C.,	140 Nassau Street, New York City
Lewis, August,	151 Greene Street, " " "
Lewis, Richard V.,	130 W. 42d Street, " " "
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Marshall, Charles H., . . . . .	7 Nassau Street, " " "
Marshall, Fielding L., . . . . .	55 Liberty Street, " " "
Marshall, Louis, . . . . .	30 Broad Street, " " "
Martin, Newell, . . . . .	7 Nassau Street, " " "
Martin, T. Comerford, . . . . .	120 Liberty Street, " " "
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Mathews, Albert, . . . . .	48 E. 26th Street, " " "
Matthews, Brander, . . . . .	681 West End Avenue, " " "
Mathews, Robert, . . . . .	96 Spring Street, Rochester, N. Y.
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Maxwell, Henry W., . . . . .	70 First Place, " "
Maxwell, William H., . . . . .	682 Greene Avenue, " "
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Merrill, Charles E., . . . . .	43 E. 10th Street, " " "
Merrill, Payson, . . . . .	111 Broadway, " " "
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Moffat, R. Burnham, . . . . .	63 Wall Street, " " "
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Mosenthal, P. J., . . . . .	46 Cedar Street, " " "
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McCagg, Louis Butler, . . . . .	291 Madison Avenue, " " "
McKeen, James, . . . . .	136 Henry Street, Brooklyn
McKeever, J. Lawrence, . . . . .	164 Lexington Avenue, New York City
McKelvey, John Jay, . . . . .	66 Broadway, " " "
McKibben, Gilbert H., . . . . .	474 W. Broadway, " " "
McKim, John A., . . . . .	18 Wall Street, " " "
McMahon, Fulton, . . . . .	111 Broadway, " " "
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Naumberg, Elkan, . . . . .	6 Wall Street, " " "
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Nissen, Ludwig, . . . . .	18 John Street, " " "
North, Thomas M., . . . . .	160 Central Park South, " " "
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Olyphant, Robert, . . . . .	21 Cortlandt Street, " " "
Opdyke, William S., . . . . .	20 Nassau Street, " " "
Openhym, Adolphe, . . . . .	42 Greene Street, " " "
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Packard, Edwin, . . . . .	241 Henry Street, Brooklyn
Parker, Frederick S., . . . . .	32 Garden Place, " "
Parrish, Samuel L., . . . . .	44 Broadway, New York City
Parsons, Herbert, . . . . .	111 Broadway, " " "
Parsons, John E., . . . . .	111 Broadway, " " "
Paulding, James Kirk, . . . . .	146 Forsyth Street, " " "
Pauli, H. G., . . . . .	15 S. William Street, " " "
Peabody, George Foster, . . . . .	27 Pine Street, " " "
Peck, George G., . . . . .	18 East 65th Street, " " "
Pedersen, James, . . . . .	29 E. 44th Street, " " "
Pell, Frederick A., . . . . .	51 Wall Street, " " "
Pendleton, Francis K., . . . . .	44 Broadway, " " "
Perrine, William A., . . . . .	91 Centre Street, " " "
Phillips, Lee, . . . . .	247 W. 71st Street, " " "
Phoenix, Phillips, . . . . .	68 Broad Street, " " "
Pierce, Franklin, . . . . .	120 Broadway, " " "
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Pierrepont, H. E., Jr., . . . . .	216 Columbia Heights, " "
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Potts, William, . . . . .	229 Lexington Avenue, " " "
Prentice, William P., . . . . .	155 Broadway, " " "
Prentiss, George L., . . . . .	41 E. 61st Street, " " "
Pryer, Charles, . . . . .	New Rochelle, N. Y.
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Putnam, George Haven, . . . . .	27 W. 23d Street, " " "
Putnam, George P., . . . . .	160 Fifth Avenue, " " "
Putnam, Harrington, . . . . .	404 Washington Avenue, Brooklyn
Putnam, Irving, . . . . .	27 W. 23rd Street, New York City
Pyne, Moses Taylor, . . . . .	42 W. 53d Street, " " "

Rand, George C., . . . . .	107 Wall Street, New York City
Raymond, Charles H., . . . . .	32 Liberty Street, " " "
Raymond, Rossiter W. . . . .	123 Henry Street, Brooklyn
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Rice, Edwin T., Jr., . . . . .	59 Wall Street, " " "
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Rives, George L., . . . . .	14 W. 38th Street, New York City
Robb, J. Hampden, . . . . .	23 Park Avenue, " " "
Rogers, Henry A. . . . .	19 John Street, " " "
Romaine, Benjamin F., Jr., . . . . .	20 Nassau Street, " " "
Romaine, Louis Tyson, . . . . .	84 Beaver Street, " " "
Roome, W. Harris, . . . . .	40 Wall Street, " " "
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Rosenfield, George, . . . . .	35 South William Street, " " "
Rowe, William V., . . . . .	52 Wall Street, " " "
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Sands, B. Aymar, . . . . .	31 Nassau Street, " " "
Sands, Phillip J., . . . . .	15 E. 33d Street, " " "
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Schurz, Carl Lincoln, . . . . .	229 Broadway, " " "
Schurz, Herbert, . . . . .	16 E. 64 Street, " " "
Scott, J. F., . . . . .	407 W. 123d Street, " " "
Scribner, Arthur H., . . . . .	153 Fifth Avenue, " " "
Scribner, Charles, . . . . .	153 Fifth Avenue, " " "
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Sherman, Frederick, T., . . . . .	265 Henry Street, "
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Smith, Charles Stewart, . . . . .	25 W. 47th Street, " " "
Smith, Clarence B., . . . . .	45 Broadway, " " "
Smith, J. Henry, . . . . .	10 Wall Street, " " "
Smith, William Alexander, . . . . .	11 Wall Street, " " "
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Sturgis, Thomas, . . . . .	138 E. 36th Street, " " "
Stuyvesant, Rutherford, . . . . .	16 Exchange Place, " " "
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White, Alexander M.,	2 Pierrepont Place, Brooklyn
White, Alexander M., Jr.,	158 Columbia Heights, " " "
White, Andrew D., (Life),	American Embassy, Berlin
White, George C.,	P. O. Box 320, New York City
White, Horace,	18 W. 69th Street, " " "
White, William Augustus,	130 Water Street, " " "
Whitehead, Charles E.,	71 Wall Street, " " "
Whitlock, Bache McE.,	59 William Street, " " "
Whitman, Roger,	232 W. 76th Street, " " "
Whitridge, Frederick W.,	59 Wall Street, " " "
Wickersham, George W.,	40 Wall Street, " " "
Wiggin, Frederick H.,	55 W. 36th Street, " " "
Wilcox, Ansley,	298 Main Street, Buffalo, N. Y.
Wilcox, David,	Metropolitan Club, New York City
Wilcox, Franklin A.,	1 Broadway, " " "
Williams, L. L.,	316 W. 78th Street, " " "
Williams, Perry P.,	Produce Exchange, " " "
Wilson, Richard T.,	511 Fifth Avenue, " " "
Wing, Henry T.,	152 Clinton Street, Brooklyn
Winslow, Edward,	P. O. Box 486, New York City
Wise, B. E.,	21 Broad Street, " " "
Wisner, Charles,	Cotton Exchange, " " "
Wisner, H. G.,	18 W. 12th Street, " " "
Wolff, Louis S.,	12 E. 70th Street, " " "
Wood, Walter R.,	17 Broadway, " " "
Woodbridge, Charles E.,	63 Wall Street, " " "
Wright, Jonathan,	73 Remsen Street, Brooklyn

Yale, William Henry, . . . . .	Spuyten Duyvil, N. Y.
Yates, Arthur G., . . . . .	130 So. Fitzhugh Street, Rochester, N. Y.
Yonge, Henry, . . . . .	Hotel Margaret, Brooklyn
York, John C., . . . . .	Huntington, L. I.
Young, J. A., . . . . .	Warrensburg, Mo.
Zabriskie, George, . . . . .	21 Broad Street, New York City
Zerega, Richard A., . . . . .	38 W. 48th Street, " " "

# ARTICLES OF INCORPORATION

OF

## THE CIVIL SERVICE REFORM ASSOCIATION

[Filed May 11, 1900.]

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KNOW ALL MEN BY THESE PRESENTS: That we, the undersigned, being persons of full age and all citizens of the United States, a majority of whom are also citizens of the State of New York, and being now Directors of an incorporated association known as the New York Civil Service Reform Association, and organized for the purposes hereinafter mentioned; being desirous of incorporation for the same purposes under the Membership Corporations Law of the State of New York, do hereby, pursuant to unanimous vote of all the members of the said Association, present and voting at a regularly called meeting thereof, and pursuant to authority given by the said unanimous vote at the said meeting, of which meeting notice of the intention so to incorporate was given personally or by mail to each member of such Association whose residence or Post Office address was known, at least thirty days before said meeting, and at which meeting the corporate name stated in paragraph First was by unanimous vote adopted, do hereby certify as follows:

FIRST.—The name or title by which the Association in which we desire to form ourselves as aforesaid shall be known in law, shall be the Civil Service Reform Association.

SECOND.—The territory in which its operations are to be principally conducted shall be the City of New York.

THIRD.—The city in which its principal office is to be located is the City of New York.

FOURTH.—The objects of the Association shall be to further the establishment of a system of appointment, promotion and removal in the Civil Service, founded upon the principle that public office is a public trust, admission to and retention in which should depend upon proven fitness; and to take such action as may tend to secure the honest and efficient execution of laws and rules relating to the civil service, and to the proper administration thereof.

FIFTH.—The number of its directors shall be twenty-eight.

SIXTH.—The names of the persons to be its directors until its first annual meeting are as follows :

Samuel P. Avery, Truman J. Backus, Henry De Forest Baldwin, Edward Cary, Charles Collins, W. Bayard Cutting, Horace E. Deming, A. S. Frissell, Richard Watson Gilder, Edwin L. Godkin, J. Warren Greene, George McAneny, James McKeen, Jacob F. Miller, Samuel H. Ordway, William A. Perrine, George Foster Peabody, William J. Schieffelin, Carl Schurz, Charles A. Schieren, Thomas R. Slicer, Henry Sanger Snow, Anson Phelps Stokes, S. Perry Sturges, Henry W. Taft, William H. Thomson, Charles W. Watson and Everett P. Wheeler.

In WITNESS WHEREOF we have made, signed, acknowledged and filed this certificate in duplicate.

Dated this Eighth day of May, 1900.

C. SCHURZ,  
JACOB F. MILLER,  
ANSON PHELPS STOKES,  
EVERETT P. WHEELER,  
CHARLES COLLINS,  
SAMUEL H. ORDWAY,  
J. WARREN GREENE,

WILLIAM H. THOMSON,  
A. S. FRISSELL,  
GEORGE MCANENY,  
CHARLES A. SCHIEREN,  
SAMUEL P. AVERY,  
GEORGE FOSTER PEABODY.

STATE OF NEW YORK, }  
COUNTY OF NEW YORK, } ss.

On this eighth day of May, one thousand and nine hundred, before me personally came Carl Schurz, Jacob F. Miller, Anson Phelps Stokes, Everett P. Wheeler, Charles Collins, J. Warren Greene, William H. Thomson, Samuel H. Ordway, A. S. Frissell, George McAneny, Charles A. Schieren, Samuel P. Avery and George Foster Peabody, to me personally known to be the persons described in and who made and signed the foregoing certificate, and severally duly acknowledged to me that they had made, signed and executed the same for the uses and purposes therein set forth.

F. W. HOERSCHGEN,  
Notary Public, Kings County. (149)  
(Certificate filed in New York County.)

Approved, May 9, 1900.

DAVID LEVINTRITT,  
Justice of the Supreme Court of the State of New York.